

Communications

Local 9333



1125 Kansas Ave.
Modesto, CA 95351
Office: (209) 524-9418
Fax: (209) 524-1788

751 Neeson Road
Marina, CA 93933
Office: (831) 883-3980
Fax: (831) 883-3982

1735 Canal St., Suite 9
Merced, CA 95340
Office: (209) 723-9407
Fax: (209) 723-1736

Workers of America

To Whom It May Concern,

My Local CWA 9333 entered into an organizing drive with the employees of Comcast in Modesto California. The employees in the area had expressed an interest in union representation because of the unfair working conditions in the yard. There were many issues of payroll treatment that was unresolved as well as vacation times and safety on the job issues. The employees voiced their approval in union representation by voting to entrust CWA with bargaining a contract.

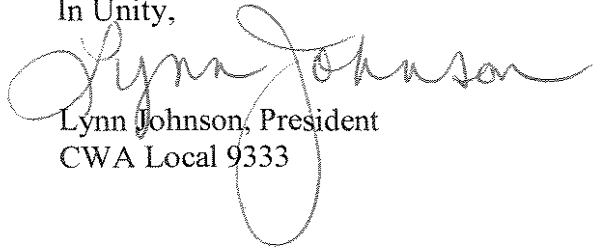
For several months at the bargaining table the company would linger over "words" in the contract and recess for weeks at a time only to come back to the table with additional questions on words without a thought to resolve the issue. They would exhibit very aggressive behavior during the meetings. At one point I entered the wrong door, the front door, and I was told I was not welcome and would need to leave. This resulted in the police being called as they started pushing me & shoving me towards the door. This behavior was not only in front of customers but in front of the employees we were bargaining a contract for. The behavior was not only outrageous but intended to show force and to intimidate the employees. Not one employee stepped forward to help e in front of the company but called me later to apologize for their inactivity in the matter. I was told they feared for their jobs as the HR manager was in the door way taking down names of those present during the altercation. All were later asked if they witnessed the union's bad behavior and asked to sign a statement.

After months of bargaining a contract but getting no closer to finalizing the contract a de-certification was circulated. This resulted in yet another "secret" ballot vote. The younger employees were told that if the union came in and there was a need in the future to lay employees off Comcast would have no choice but to lay off in order of seniority. The younger employees were gathered in a room and told to vote no to save their future and their jobs with Comcast. They were also told the "older" guys are lazy but you can not be saved if there is a contract with CWA. The managers lined the hallway to the ballot box for the de-cert. They looked each and every guy in the eye and stared them down. Most of the employees hung their heads as they went in and I knew we had lost to the company's anti-union tactics. Many of the guys later expressed the fear of losing their jobs and stated this job is better than no job and their families were counting on them.

The purpose of this letter is to share the experience CWA Local 9333 (than CWA Local 9418) had while bargaining with Comcast and their representatives. The entire experience was unprofessional and unpleasant. The experiences I witnessed, the working conditions and the situations verbally relay to me from the employees were both abusive and extremely anti-union. This is a company that can not be trusted to treat their employees with respect and dignity and they did not bargaining in good faith a single day! You may trust that they will continue to mistreat and abuse their workers to the extent the work environment is best described as "dog eat dog". This is very unfortunate as I found the employees very proud of the work they do and wanting only fair representation through Communications Workers of America.

In closing I wish to express my deep concern over the merger of NBCU and the continued destruction of morale and workers rights. If this merger is successful and Comcast is allowed more influence in the telecommunications field I am fearful of monster that will be created.

In Unity,

A handwritten signature in cursive script that reads "Lynn Johnson". The signature is written in dark ink and is positioned above the printed name and title.

Lynn Johnson, President
CWA Local 9333